

Why did you join Baltic Gender?

I joined Baltic Gender because this project addresses important issues of both sides from my professional life: marine science and gender equality. Due to its genuine international and thus intercultural nature, marine science has a very high potential to advance successfully also in the field of gender equality.

Dr. Iris Werner, Kiel University

With Baltic Gender we would like to further increase women's participation ("Fix the Numbers of Women"), promote gender equality careers through structural changes in all partner institutions ("Fix the Institutions"), and stimulate excellence in science and technology by integrating the gender dimension into research ("Fix the Knowledge").

Prof. Dr. Katja Matthes, GEOMAR

I joined Baltic Gender since I think equality in academia is an important question and I would like to collaborate with other institutes on this matter. What can we improve at our university? What can we contribute with? I expect to broaden my network with highly skilled marine scientists that also try to increase the overall awareness about implicit bias in academia.

Dr. Johanna Stadmark, Lund University

I expect to gain knowledge and experience that will help to create gender sensitive culture within our institution and to reveal the advantages of gender dimension integration into research content for our research community.

Dr. Viktorija Vaitkeviciene, Klaipeda University

We expect that wider public will become more aware about gender equality issues in science and technology; the main bottlenecks will be introduced and measures are being taken to reduce them.

Dr. Kaire Toming, Estonian Marine Institute, University of Tartu

www.baltic-gender.eu

Participating Institutions



GEOMAR Helmholtz Centre for Ocean Research Kiel, Germany



Estonian Marine Institute, University of Tartu, Estonia



Christian-Albrechts-University Kiel, Germany



Kiel University of Applied Sciences, Germany



Klaipeda University, Lithuania



Lund University, Sweden



Finnish Environment Institute, Finland



The Leibniz Institute for Baltic Sea Research, Warnemünde, Germany



Baltic Consortium on Promoting Gender Equality in Marine Research Organisations

Cover photo: Z. Gasiunaite

Funded by the European Union



Motivation

Marine Science and Technology is traditionally a male-dominated field, with a significant lack of women in leadership positions. Baltic Gender responds to the need of

harvesting the whole capacity of men and women alike at all levels of research and in the technology teams to tackle the various challenges lying ahead in the marine environment.



Photo: T. Reusch

Aim

Baltic Gender works on reducing gender inequalities in Marine Science and Technology through the establishment and implementation of Gender Equality Plans in its partner institutions. These plans play an important role in committing institutions to long-term approaches, realistic targets and concrete measures.

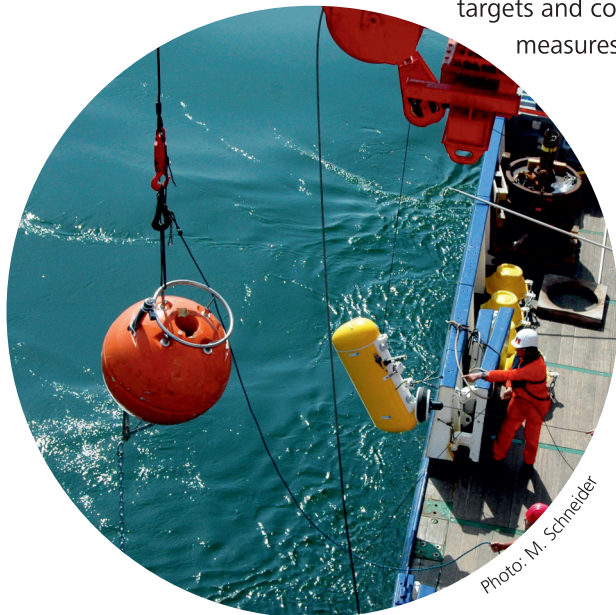


Photo: M. Schneider

Concept

The consortium of Baltic Gender reaches out to eight scientific institutions in five countries around the Baltic Sea. These include Finland and Sweden that are global leaders in gender equality, Germany that developed active gender policies more recently, and Estonia and Lithuania that are lagging behind in the context of gender equality. The consortium's institutions, with their diverse policies and practices in such as gate-keeping, are committed to advance sustainable and ongoing gender equality policy. This diversity of the consortium provides an optimal environment for valuable exchanges, a growing body of knowledge and innovative measures.



Photo: J. Steffen



Photo: V. Vaitkeviciene



Photo: V. Vaitkeviciene

Activities

The project works toward establishing practical schemes and innovative strategies as well as producing user-friendly outputs that promote gender equality.

Some of these are:

- grass-root networks in the partner organizations that will support the career advancement of women
- a blog series to highlight the successful and diverse career paths of women in Marine S&T
- trainings on gender competence for the staff of its partner institutions
- an international mentoring scheme for early career scientists
- recommendations for family-friendly institutional practices and strategies
- best-practices for bridging career breaks with a successful return to work
- a critical review of structures, policies and practices in the partner institutions regarding their gender balance, gender fairness and transparency
- a methodology for including gender analysis into the content of marine research

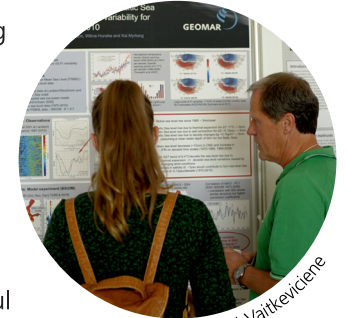


Photo: V. Vaitkeviciene



Photo: V. Vaitkeviciene